

A Provincial Interview



Ontario

School Board/Teacher
Collective Bargaining

1982-83

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Education Relations Commission

1982-83 NEGOTIATIONS UPDATE

Settlements: As of January 13, 1983, 160 (80.0%) of 200 possible sets of negotiations are settled for 1982-83 (63 Elementary, 50 Secondary, and 47 RCSS), or 113 (74.3%) of the 152 situations actually negotiating in this round of bargaining. (47 situations negotiated multi-year agreements in previous rounds of bargaining and one situation - Oxford Secondary - has not concluded negotiations for 1981-82. Of the 113 settlements, 20 are for terms exceeding one year's duration.

Fact Finding: Fact finding activity - relative to the number of situations negotiating - has increased this year. A total of 60 appointments have been made (23 Elementary, 33 Secondary and 4 RCSS). In the 1981-82 round of bargaining 44 appointments were made, representing 31.9% of the 138 negotiating situations. As of date of publication 46 reports have been written and 35 have been made public.

Mediation: to date, mediators have been appointed in 44 situations (13 Elem., 23 Sec., and 8 RCSS).

Votes: On Nov. 26, 1982 Sault Ste. Marie Secondary Teachers voted 94% to reject the last offer of the Board and 81% in favour of strike.

THE BARGAINING PROCESS AND MEDIATION

The Education Relations Commission has a responsibility under Section 60 (1)(e) of the School Boards and Teachers Collective Negotiations Act to select and train persons to act as mediators. In its efforts to meet this statutory obligation, the Commission has instituted careful selection procedures, and has developed and conducted several intensive training workshops. As a further effort at improving the expertise of mediators, the Commission asked its Research Services Section to undertake a review of the various approaches to collective bargaining and labour mediation, and to put together an inventory of commonly used strategies and tactics. The result of this undertaking is the publication, The Bargaining Process and Mediation.

This report contains a wide range of ideas on bargaining and mediation: from the traditional adversarial style of bargaining to the more recent problem-solving and other collaborative methods; from tips on how mediators conduct meetings, to strategies and tactics they use to apply pressures on the parties to reach settlement.

The comments and opinions expressed in this document are intended to increase awareness and to promote discussion of the bargaining and mediation processes; they are not meant to be taken as a reflection of the official policy or views of the Education Relations Commission.

Copies of the report, which are available in English only, have been sent to all third parties. Additional copies are available to teachers, administrators and trustees on a request basis.

Inquiries concerning this publication or any Commission activities should be addressed to:

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a) Included in this mailing:

- 1982-83 Individual Summaries: 4th Update
- Grievance Arbitration, January 1983

b) Available on request:

- Monograph # 29: Leave Provisions: 1975-76, 1978-79, 1981-82

A detailed analysis of leave provisions for three agreement years. Leaves covered include sabbatical, extended absence, maternity, adoption, paternity, negotiations, federation activity, bereavement, and "miscellaneous" provisions such as time off for emergencies, examinations, graduations, board or school business, public office, inclement weather, religious days, moving and weddings. The nature of these leaves, their frequency of occurrence in agreements, and trends over the three years under study are presented. Variations according to agreement type (elementary, secondary or RCSS) are also discussed. Included in the monograph is an agreement-by-agreement statistical record of leave provisions for 1981-82.

WAGE RESTRAINT BILL BECOMES LAW

With the passage of the Inflation Restraint Act on December 15, 1982, all agreements for the 1982-83 year not renewed on or before September 21, 1982, and all agreements for the 1983-84 agreement year became subject to review by the Inflation Restraint Board (IRB). Research Services will be reporting on these agreements as they are filed with the Commission. Individual Summaries of the terms and conditions of employment will indicate whether or not agreements are subject to review by the IRB.

Local parties can assist the Commission during the period of restraint by reporting any modifications to the terms and conditions necessitated by a decision of the IRB and by filing signed copies of any mutual consent amendments to the agreement other than those related to an IRB decision.

NEW MEMBERS APPOINTED TO COMMISSIONS

Bryan M. Downie of Kingston has been re-appointed to and designated Chairman of the Education Relations Commission and College Relations Commission for a second three-year term.

Gary O'Neill of Ottawa has been appointed Vice-Chairman of the Education Relations Commission for a three-year term, replacing Brian Bellmore. A graduate of the University of Ottawa Law School, Mr. O'Neill is currently with the Ottawa law firm of Gowing and Henderson. His experience with education bargaining dates back to 1977. During this period he has served as a fact finder, mediator or arbitrator on close to 40 occasions.

Harvey M. Nightingale of Thornhill has been appointed Member of both the Education Relations Commission and the College Relations Commission for three-year terms. Mr. Nightingale was Director of Economic and Legislative Services for the Ontario School Trustees' Council from 1973 to 1981 and is currently the Executive Director of the Ontario Nursing Home Association.

Interest Arbitration: A Review of the Process since 1975-76

INCIDENCE OF INTEREST ARBITRATION UNDER THE ACT

The School Boards and Teachers Collective Negotiations Act provides the parties with two means of third-party resolution of interest disputes - voluntary binding arbitration and voluntary final offer selection. Of the 1,288 sets of negotiations since the passage of the Act in 1975 the parties have, on 42 separate occasions, agreed to conclude their negotiations through voluntary binding arbitration, and on 9 additional occasions the parties have had binding arbitration imposed through legislation, all of which occurred at the secondary level during 1975-76 and which included the six area boards of Metropolitan Toronto.

The Education Relations Commission has recently issued a publication entitled *Interest Arbitration: An Examination of the Process and Awards under the School Boards and Teachers Collective Negotiations Act, 1975-76 to 1981-82* (Monograph # 27). This document provides a detailed analysis of interest arbitration experience under the Act and includes extensive extracts from the awards. What is presented here is an overview of some of the highlights from the publication. (Copies of the Monograph are available on request.)

INTEREST ARBITRATION BY YEAR OF AWARD

Year	Elem.	Sec.	RCSS	Other	Total
1975-76	-	12	-	1	13
1976-77	-	4	1	-	5
1977-78	1	4	1	-	6
1978-79	1	6	-	-	7
1979-80	2	6	1	-	9
1980-81	1	2	-	2	5
1981-82	1	2	3	-	6
Total	6	36	6	3	51
% of Neg. Situations	1.4	8.4	2.2	2.1	4.0

Secondary panel negotiations have been far more likely to resort to binding arbitration than any of the other groups: 70.5% of the 51 cases involved secondary teachers, 11.5% occurred in each of the elementary panel of boards of education and RCSS boards, and 5.9% in the "other" boards.

TYPE OF ARBITRATION PROCEDURE

As the following figures indicate, interest disputes have been heard almost equally by single arbitrators and boards of arbitration. Single arbitrators were involved in all nine of the legislated cases as well as in nine others where mediation/arbitration was utilized.

Type of Procedure	No.	%
Single Arbitrator	27	52.9
Board of Arbitration	24	47.1

Of the 24 boards of arbitration, 13 (54.2%) were unanimous awards, 10 (41.7%) were majority awards and one (4.1%) was a chairman's award.

TIMING IN THE PROCESS

As the following table indicates, virtually all interest arbitration has been preceded by some third party activity and a disproportionately high percentage of situations (47.1%) were involved in some sanction activity.

Negotiation Event(s)	No.	%
No third party involvement	3	5.9
Mediation only	3	5.9
Fact Finding only	2	3.9
Mediation and Fact Finding	19	37.2
Mediation, Fact Finding and Strike	14	27.5
Mediation, Fact Finding, Strike and Lock Out/Closing of School(s)	10	19.6

TYPES OF ISSUES IN DISPUTE

The following table sets out the frequency with which various types of issues were in dispute at arbitration. (Based on an analysis of 50 awards, as issues in the 1979-80 York Borough Secondary arbitration could not be determined).

Type of Issue	No.	%
Salaries	42	84.0
Allowances	31	67.4
Employee Benefits	27	58.7
Leaves	20	43.5
Staffing/Workload	20	43.5
Job Security	18	39.1

NUMBER OF ISSUES IN DISPUTE

The figures below set out the frequency of arbitrations by number of issues in dispute (N=50).

No. of Issues	No.	%
5 or fewer	19	38.0
6-10	6	12.0
11-15	11	22.0
16-20	7	14.0
More than 20	7	14.0

On average, 11.0 issues were in dispute per arbitration (7.0 per Elementary, 13.6 per Secondary, and 3.5 per RCSS situation). The number of issues at arbitration has tended to decrease over the period 1975-76 to 1981-82.

AWARDS BY SIZE OF BARGAINING UNIT

The following table indicates the frequency of interest arbitration awards in terms of bargaining unit size.

No. of Employees	No.	%
Less than 100	7	13.7
101-500	20	39.2
501-1,000	11	21.6
1,000-2,000	7	13.7
More than 2,000	6	11.8

TABLE 1 Average Annualized On-Grid Salary^{*} Dollar and Percentage Increases, 1982-83 over 1981-82 (Weighted by the January 1982 Grid Distributions) by Term of Agreement/Year in Effect and by Month of Settlement

Term of Agreement/ Year in Effect	Elementary			Secondary			RCSS			All Agreements		
	%	\$	n	%	\$	n	%	\$	n	%	\$	n
One Year												
COLA	9.4	2,499	1	10.0	3,156	1	-	-	-	9.7	2,782	2
No COLA	10.2	2,853	34	10.4	3,407	23	10.7	2,880	24	10.4	2,983	81
Total	10.1	2,844	35	10.4	3,396	24	10.7	2,880	24	10.4	2,979	83
1st of 2-Yr												
COLA	-	-	-	-	-	-	-	-	-	-	-	-
No COLA	11.4	3,121	7	13.7	4,349	4	10.0	2,684	7	11.3	3,250	18
Total	11.4	3,121	7	13.7	4,349	4	10.0	2,684	7	11.3	3,250	18
1st of 3-Yr												
COLA	-	-	-	-	-	-	-	-	-	-	-	-
No COLA	-	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-	-
2nd of 2-Yr												
COLA	11.5	3,195	8	11.6	3,793	7	10.5	3,034	2	11.5	3,435	17
No COLA	10.3	2,812	7	11.1	3,617	9	11.5	3,091	11	11.1	3,186	27
Total	10.8	2,968	15	11.3	3,671	16	11.5	3,088	13	11.2	3,248	44
2nd of 3-Yr												
COLA	-	-	-	4.8	1,632	1	7.0	1,692	1	5.1	1,639	2
No COLA	-	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	4.8	1,632	1	7.0	1,692	1	5.1	1,639	2
3rd of 3-Yr												
COLA	-	-	-	-	-	-	-	-	-	-	-	-
No COLA	14.4	3,947	1	-	-	-	-	-	-	14.4	3,947	1
Total	14.4	3,947	1	-	-	-	-	-	-	14.4	3,947	1
All Agreements												
COLA	11.2	3,088	9	10.1	3,277	9	9.9	2,778	3	10.5	3,156	21
No COLA	10.6	2,962	49	11.0	3,578	36	10.9	2,928	42	10.8	3,099	127
Total	10.7	2,975	58	10.8	3,523	45	10.9	2,924	45	10.8	3,105	148
Month of Settlement**												
January-May	11.5	3,089	7	12.7	4,002	1	11.8	2,964	4	11.6	3,066	12
June	11.6	3,152	15	11.4	3,654	13	10.5	2,860	16	11.0	3,111	44
July	10.6	2,929	1	12.0	3,861	3	-	-	-	11.5	3,541	4
August	-	-	-	-	-	-	-	-	-	-	-	-
September	10.6	2,851	9	10.6	3,409	4	11.1	2,917	8	10.7	2,968	21
October	9.0	2,748	1	9.2	3,094	3	10.0	2,723	2	9.5	2,853	6
November	9.1	2,492	4	14.2	4,504	3	9.0	2,317	1	10.7	3,100	8
December	9.0	2,679	5	9.0	3,025	1	-	-	-	9.0	2,769	6
Total	10.2	2,862	42	10.9	3,544	28	10.6	2,839	31	10.5	3,014	101

*Excluding increment and cost of living (COL) payments.

**Includes only those agreements for situations bargaining in the 1982-83 round of negotiations. Figures are subject to change.

TABLE 2 Unweighted Average (Mean) Minimum and Maximum Teacher Salaries by Board Type, Qualifications, Category/Group and Number of Years to Maximum

Category D				Category C				Category B				
Yrs. to Max.	Elem. Min.	Max.	R.C.S.S. Min.	Max.	Elem. Min.	Max.	R.C.S.S. Min.	Max.	Elem. Min.	Max.	R.C.S.S. Min.	Max.
4	18,042	22,588										
5	14,561	19,898	14,376	19,457								
6	14,797	20,344	14,689	20,460	17,680	25,319						
7	14,512	21,734	14,554	21,106	15,908	23,508	15,587	23,791				
8	16,265	23,011	15,823	21,908	16,156	24,247	15,837	23,693	17,009	27,188	17,280	27,810
9	15,500	21,625	14,324	21,961	15,942	24,555	15,759	24,279	17,484	27,243	17,062	26,606
10			14,220	22,514	16,105	24,048	15,792	24,642	17,129	28,059	17,039	27,277
11					16,196	25,842			16,985	27,359	17,043	28,165
12									17,355	28,456	17,360	28,336

Category A1/Group 1						Category A2/Group 2						
Yrs.	Elem.		Sec.		R.C.S.S.		Elem.		Sec.		R.C.S.S.	
to Max.	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
9	21,422	33,392	19,456	32,508	(3)	(2)	21,669	34,873	20,508	33,770	(2)	(11)
10	19,374	32,147	19,807	32,577	(28)	(19)	19,178	31,068	20,361	34,035	20,684	34,439
11	18,945	31,931	19,242	32,179	(24)	(20)	18,505	31,739	20,075	34,086	20,185	34,306
12	18,468	32,485	18,588	33,197	(4)	(17)	18,610	31,789	18,980	33,465	19,562	34,063
13						(10)						
												20,384
												(1)
Average	19,242	32,145	19,432	32,452	18,797	31,482	20,106	34,020	20,283	34,294	19,778	33,600

Category A3/Group 3						Category A4/Group 4					
Yrs.	Elem.		Sec.		R.C.S.S.	Elem.		Sec.		R.C.S.S.	
to	to	Max.	Min.	Max.	Min.	to	Max.	Min.	Max.	Min.	
Max.	Min.					Max.				Max.	
9	24,014	38,120	21,514	36,267		24,934	39,821	22,434	38,001		
	(1)		(1)			(1)		(1)			
10	22,428	37,697	22,243	38,284	21,515	37,055	23,079	40,132	23,181	40,706	
	(13)		(7)		(6)		(11)	(6)		22,844	
11	21,609	37,606	22,196	38,301	21,558	36,683	23,142	40,288	23,400	40,900	
	(24)		(23)		(14)		(23)	(21)		(10)	
12	21,745	37,896	21,718	38,178	21,576	37,305	22,693	40,123	22,920	40,501	
	(19)		(11)		(21)		(20)	(13)		22,777	
13	20,282	36,803	21,886	37,479	20,194	37,082	22,117	40,062	23,099	40,333	
	(2)		(3)		(3)		(4)	(4)		22,718	
14					22,464	37,409				22,463	
					(1)					(2)	
Average	21,829	37,701	22,051	38,168	21,490	37,066	22,939	40,180	23,184	40,644	
										22,750	
										39,416	

* Number of Grids.

Notes
 1. Salaries have not been weighted by the distribution of teachers on the grid.
 2. Split grids are annualized; if the number of years to reach max. changes, table reflects the greater number.

TABLE 3 Method of Category Placement-Qualifications Evaluation Council of Ontario (QECCO)

QECCO Programme*	Elem. No. %		RCS No. %	
	No.	%	No.	%
QECCO 2	2	5.3	1	4.0
QECCO 3	27	71.0	19	76.0
QECCO 3 with \$ Qual.	1	2.6	-	0.0
QECCO 4	3	7.9	2	8.0
QECCO 4 with \$ Qual.	-	0.0	1	4.0
Outlined in Agree.	5	13.2	2	8.0
Agreements	38	100.0	25	100.0

*May be supplemented through modifications and/or exemptions or may be specific QECCO Programme.

TABLE 4 Method of Category Placement-Ontario Secondary School Teachers' Federation (OSSTF)

OSSTF Certification*	Sec. No. %	
	No.	%
OSSTF 5	1	2.9
OSSTF 6	30	88.3
Not Specified	3	8.8
Agreements	34	100.0

*May be supplemented through modifications and/or exemptions.

TABLE 5 Method of Payment of Principals' Salaries

Method of Payment	Elem. No. %		Sec. No. %		RCS No. %	
	No.	%	No.	%	No.	%
Grid + Allowance	18	47.4	-	0.0	19	76.0
Criteria:						
No Diff.	-		-		1	
Yrs. Exp.	1		-		8	
Sch. Type/Size	10		-		4	
Sch. Type/Size and Exp.	5		-		3	
Sch. Type/Size and Qual.	1		-		2	
Sch. Type/Size, Exp. and Qual.	1		-		1	
Other	-		-		1	
Separate Grid	15	39.5	33	97.1	5	20.0
Criteria:						
Yrs. Exp.	8		27		1	
Exp. and Qual.	1		-		-	
Sch. Type/Size and Exp.	2		6		-	
Sch. Type/Size, Exp. and Qual.	4		-		3	
Other	-		-		1	
Tch. and Sep. Grids	4	10.5	-	0.0	1	4.0
Flat \$ Amount	1	2.6	1	2.9	-	0.0
Agreements	38	100.0	34	100.0	25	100.0

TABLE 6 Cost of Living (COL) Provision

COL Provision	Elem. No. %		Sec. No. %		RCS No. %	
	No.	%	No.	%	No.	%
All Agreements	8	21.1	9	26.5	4	16.0
Allowance Only	5		4		1	
Fold-in Only	-		-		2	
Allow. and Fold-in	3		5		-	
1 Yr or 1st Yr of Multi-Yr Agreements	-		1		-	
No Provision	30	78.9	25	73.5	21	84.0
Agreements	38	100.0	34	100.0	25	100.0

*Adjustment to salary grid.

TABLE 7 Master's Degree Allowance

Degree Allowance	Elem. No. %		Sec. No. %		RCS No. %	
	No.	%	No.	%	No.	%
Less than \$500	1	2.6	2	5.9	1	4.0
\$500-549	2	5.3	4	11.8	2	8.0
\$550-599	1	2.6	2	5.9	1	4.0
\$600-649	7	18.4	2	5.9	-	0.0
\$650-699	4	10.5	6	17.6	-	0.0
\$700-749	6	15.8	6	17.6	1	4.0
\$750-899	3	7.9	9	26.5	1	4.0
\$900 or more	2	5.3	3	8.8	-	0.0
No Allowance	12	31.6	-	0.0	19	76.0
Agreements	38	100.0	34	100.0	25	100.0

TABLE 8 Method of Payment of Vice-Principals' Salaries

Method of Payment	Elem. No. %		Sec. No. %		RCS No. %	
	No.	%	No.	%	No.	%
Grid + Allowance	30	78.9	-	0.0	21	84.0
Criteria:						
No Diff.	14		-		6	
Yrs. of Exp.	10		-		3	
Sch. Type/Size	4		-		9	
Sch. Type/Size and Exp.	-		-		1	
Sch. Type/Size and Qual.	2		-		1	
Other	-		-		-	
Separate Grid	5	13.2	31	91.2	1	4.0
Criteria:						
Yrs. Exp.	3		31		-	
Yrs. Exp. and Qual.	2		-		1	
Tch. and Sep. Grids	-	0.0	-	0.0	-	0.0
Flat \$ Amount	-	0.0	1	2.9	-	0.0
Not Specified	3	7.9	2	5.9	3	12.0
Agreements	38	100.0	34	100.0	25	100.0

TABLE 9 Board Subsidization of Employee Benefit Plans

Board Subsid. (%)	Elem. No. %	Sec. No. %	RCSS No. %
a) OHIP			
0*	1 2.6	1 2.9	1 4.0
50	- 0.0	1 2.9	- 0.0
75	7 18.4	4 11.8	1 4.0
80	7 18.4	6 17.6	5 20.0
85	7 18.4	4 11.8	5 20.0
90	4 10.6	5 14.7	2 8.0
95	1 2.6	- 0.0	2 8.0
100	11 29.0	13 38.3	9 36.0

b) Extended Health

75	4 10.5	2 5.9	2 8.0
80	4 10.5	4 11.7	4 16.0
85	7 18.5	4 11.7	3 12.0
90	3 7.9	3 8.9	2 8.0
95	1 2.6	- 0.0	1 4.0
100	15 39.5	18 52.9	10 40.0
No Plan	4 10.5	3 8.9	3 12.0

c) Dental

0*	- 0.0	1 2.9	- 0.0
50, 60	6 15.8	3 8.9	4 16.0
70	1 2.6	- 0.0	1 4.0
75	4 10.5	5 14.6	4 16.0
80	5 13.2	5 14.6	2 8.0
85	6 15.8	3 8.9	3 12.0
90	3 7.9	2 5.9	3 12.0
95	- 0.0	- 0.0	1 4.0
100	11 28.9	12 35.3	6 24.0
No Plan	2 5.3	3 8.9	1 4.0

d) Long-Term Disability

0*	17 44.7	16 47.1	13 52.0
50-70	2 5.3	3 8.9	2 8.0
75	2 5.3	1 2.9	1 4.0
80	1 2.6	- 0.0	2 8.0
85	2 5.3	1 2.9	1 4.0
95	- 0.0	- 0.0	1 4.0
100	6 15.8	7 20.6	1 4.0
Flat \$ Amt.	- 0.0	1 2.9	- 0.0
No Plan	8 21.0	5 14.7	4 16.0

e) Group Life Insurance

0*	- 0.0	1 2.9	- 0.0
50-70	5 13.2	4 11.8	3 12.0
75	3 7.9	3 8.9	3 12.0
80	3 7.9	2 5.9	3 12.0
85	4 10.5	2 5.9	1 4.0
90	1 2.6	1 2.9	2 8.0
95	1 2.6	- 0.0	1 4.0
100	21 55.3	21 61.7	12 48.0

f) Limitation on Employee Benefit Subsidy

Agreements	38 100.0	34 100.0	25 100.0
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*Plan exists; Board does not contribute towards payment of premium.

TABLE 10 Retirement Gratuity

Retirement Gratuity	Elem. No. %	Sec. No. %	RCSS No. %
Provision	36 94.7	32 94.1	22 88.0
Payment Crit.:			
Supernn. Only	17 46	15 44	13 50
Bd. Discretion	4 10	3 9	2 8
Leaving Prof.	4 10	3 9	2 8
Spec. Age.	10 26	13 38	6 23
Health	14 36	11 32	4 15
Other	2 5	2 6	1 4
Min. Ser. Req'd:			
1 Yr. Unspec.	7 18	7 20	4 15
No Min.	6 15	6 18	1 4
5, 7	22 56	19 54	11 42
10, 12	1 2	-	6 23
15-20	31 78	30 87	18 70
Payable to Estate	4 10	1 3	4 15
Death Benefit	5 13	1 3	3 12
Phasing Out	8 20	5 14	7 27
Other Limitation	2 5	2 6	1 4
No Provision	2 5.3	2 5.9	3 12.0
Agreements	38 100.0	34 100.0	25 100.0

*Not mutually exclusive.

TABLE 11 Cumulative Sick Leave (C.S.L.)*

C.S.L.	Elem. No. %	Sec. No. %	RCSS No. %
Provision	38 100.0	34 100.0	25 100.0
Max. Days Accr:			
200-219	12 32	9 26	5 20
220-239	7 18	6 18	11 42
240-299	10 26	12 35	1 4
300-400	3 8	3 9	1 4
No Max.	5 13	3 9	1 4
Varies	-	1 3	-
No Accum.	1 2	-	1 4
No Provision	- 0.0	- 0.0	- 0.0
Agreements	38 100.0	34 100.0	25 100.0

*For sick leave purposes.

TABLE 12 Extended Leave of Absence

Leave of Absence	Elem. No. %	Sec. No. %	RCSS No. %
Provision	29 76.3	26 76.5	18 72.0
Min. Serv. Req'd:			
2-4	5 13	3 9	1 4
5-8	24 61	22 64	14 56
Not Specified	9 23.7	8 23.5	7 28.0
No Provision	38 100.0	34 100.0	25 100.0

TABLE 13 Sabbatical Leave*

Sabbatical Leave	Elem. No. %	Sec. No. %	RCSS No. %
Provision	33 86.8	29 85.3	23 92.0
Min. Serv. Req'd:			
3, 5	13 33	13 38	7 28
6	6 15	3 9	1 4
7	9 23	10 29	11 44
10	1 2	1 3	1 4
Not Spec.	4 10	3 9	3 12
Basic Salary (%):			
50	2 5	1 3	2 8
55-70	5 13	4 11	3 12
75	13 33	15 43	12 48
80-100	9 23	7 20	5 20
Other	2 5	1 3	1 4
Not Spec.	2 5	1 3	1 4
Subseq. Serv. Req'd:			
1, 2	5 13	4 11	5 20
3, 5	22 56	20 58	17 68
Other	3 8	4 11	1 4
Not Spec.	3 8	1 3	1 4
Det. of Max. No. of Leaves Spec.:			
% of Staff	5 13	1 3	1 4
# of Staff	19 48	16 47	7 28
Bd. Discretion	3 8	2 6	14 56
Other	-	1 3	-
No Provision	5 13.2	5 14.7	2 8.0
Agreements	38 100.0	34 100.0	25 100.0

*Provision with longest specified period of absence.

TABLE 14 Maternity, Adoption and Paternity Leaves

Leave Provisions	Elem. No. %	Sec. No. %	RCSS No. %
a) Maternity*	31 81.6	22 64.7	17 68.0
Max. Leave:			
1 Sch. Yr.	7 18	2 6	2 8
2 Sch. Yrs.	19 48	14 41	8 32
Other	5 13	6 18	7 28
b) Adoption	32 84.2	29 85.3	22 88.0
c) Paternity	20 52.6	17 50.0	19 76.0
Agreements	38 100.0	34 100.0	25 100.0

*Beyond provisions of Employment Standards Act.

TABLE 15 Negotiations and Federation Business Leaves

Leave Provisions	Elem. No. %	Sec. No. %	RCSS No. %
Long-term Fed. Bus.*	17 44.7	20 58.8	9 36.0
Short-term Fed. Bus.	14 36.8	14 41.2	16 64.0
Negotiations	7 18.4	7 20.6	5 20.0
Agreements	38 100.0	34 100.0	25 100.0

*Defined as 6 or more days.

TABLE 16 Class Size, Pupil-Teacher Ratio (P.T.R.)

Class Size, P.T.R.	Elem. No. %	Sec. No. %	RCSS No. %
a) Class Size	14 36.8	17 50.0	6 24.0
Status:			
Mandatory Guideline	5 13	7 20	4 16
Spec. No.:			
One	3 8	-	4 16
More than One	4 10	12 35	1 4
Combination	3 8	4 11	1 4
No Class Size	24 63.2	17 50.0	19 76.0
b) P.T.R.	21 55.3	27 79.4	8 32.0
Status:			
Mandatory Guideline	21 55	25 74	5 20
Spec. No.:			
One	13 33	16 47	4 16
More than One	5 13	9 26	1 4
No P.T.R.	17 44.7	7 20.6	17 68.0
Agreements	38 100.0	34 100.0	25 100.0

TABLE 17 Workload Provisions

Workload Provisions	Elem. No. %	Sec. No. %	RCSS No. %
Teachers	22 57.9	28 82.4	12 48.0
Instruct. Load	11 28	23 65	4 16
Noon-Time Superv.:			
Req'd Exempt.	2 5	-	-
Both	6 15	1 3	5 20
Other Superv.:			
Req'd Exempt.	5 13	4 11	1 4
Both	1 2	10 29	6 24
Principals	12 31.6	2 5.9	5 20.0
Vice-Principals	12 31.6	2 5.9	2 8.0
Other Pos. of Resp.	3 7.9	15 44.1	3 12.0
Agreements	38 100.0	34 100.0	25 100.0

TABLE 18 Staff Allocation Provisions

Staff Alloc. Provisions	Elem. No. %	Sec. No. %	RCSS No. %
Principals	2 5.3	13 38.2	4 16.0
Vice-Princ.	17 44.7	16 47.1	5 20.0
Other Pos. of Resp.	4 10.5	28 82.4	1 4.0
Guide. Teachers	1 2.6	25 73.5	1 4.0
Para-Prof.	12 36.8	5 14.7	8 32.0
Secret'l Ass't.	8 21.1	2 5.9	3 12.0
Agreements	38 100.0	34 100.0	25 100.0

TABLE 19 Surplus/Redundancy

Surplus/Redundancy	Elem. No.	%	Sec. No.	%	RCS No.	%
Provision	36	94.7	34	100.0	25	100.0
Factors Considered:*						
Seniority:	36		32		25	
Consec. Bd. Exp.	26		24		23	
Total Bd. Exp.	35		27		12	
Total Exp.	35		29		19	
Other	33		21		9	
Type of Contract	27		24		21	
Qualifications	35		32		25	
Effectiveness	2		4		9	
Board Discret.	36		33		25	
Other	2		2		5	
Accommodation:*						
Priority Transfer	36		33		23	
Lim. Displace.	11		10		-	
Unlim. Displace.	7		5		3	
Priority Reloc.	9		16		-	
Options in Lieu of Layoff:*						
Perm. Supply	11		16		-	
Retraining	1		8		-	
Sabbatical	-		4		-	
Spec. Assign.	1		2		-	
Br. Aff.-	-		4		-	
Spons. Plan	2		8		-	
Leave of Abs.	22		22		14	
Def. Salary**	8		12		5	
Red. Teaching						
Options at Layoff:*						
Priority Summer/	1		8		-	
Occ./Night School	9		9		6	
Priority Supply	34		27		23	
Priority Recall	15		20		1	
Separation Allow.	4		11		2	
Early Retire.**						
Other options	1		5		2	
No Provision	2	5.3	-	0.0	-	0.0
Agreements	38	100.0	34	100.0	25	100.0

*Not mutually exclusive.

**Not necessarily in Surplus/Redundancy Provision

TABLE 20 Vacancy/Transfer

Vacancy/Transfer	Elem. No.	%	Sec. No.	%	RCS No.	%
Vacancy						
Teachers:	23	60.5	17	50.0	13	52.0
Adv. Int. Posting	14		7		3	
Seniority Consid.	10		9		4	
Pos. of Resp.:	22	57.9	19	55.9	15	60.0
Adv. Int. Posting	13		6		6	
Seniority Consid.	8		9		4	
Transfer						
Teacher-Req.	23	60.5	19	55.9	15	60.0
Board-Initiated	33	86.8	30	88.2	22	88.0
Reloc. Allow.	8		9		6	
New Positions	18	47.4	16	47.1	14	56.0
Teacher/Bd.						
Discussion	15		15		11	
Agreements	38	100.0	34	100.0	25	100.0

TABLE 21 Number and Term of Agreements Included in this Overview

Agreements	Elem. (1)	(2)	Sec. (1)	(2)	RCS (1)	(2)
Total Possible	76	76	76	76	48	48
Included in Summary	59	38	45	34	45	25
Term:						
1-Yr	36	18	24	15	24	7
1st Yr of 2-Yr	7	4	4	2	7	5
2nd Yr of 2-Yr	15	15	16	16	13	12
1st Yr of 3-Yr	-	-	-	-	-	-
2nd Yr of 3-Yr	-	-	1	1	1	1
3rd Yr of 3-Yr	1	1	-	-	-	-

(1) Salary grid data only (2) All data

TABLE 22 List of Agreements Included in the Overview by Agreement Code Number

Elementary				Secondary				R.C.S.S.			
001	013	026*	039	053*	066*	078	090	103*	116	155	179
002*	014*	027	040	054*	067		091		117*	156	180*
003		028	041*	055*				105	118*	157	181*
	016*	029	042	056	069			106	119	158	182
005*		030*	043	056	070			107*	120*	159	183
006	018	031*			071	083	095		121	160*	184*
007*	019		045	058	072*	084*	096		122	161*	185*
008	020*	033*	046		073	085		110	123	162*	186*
	021	034*	047	060	074*			111*	124	163*	187
010*	022	035			075*		099		125	164*	188*
011		036	049	062*	076*	088		113	126	165*	189
012*		037	050	063				114	127	166	190*
		051*	064					115*	141		202*

*Teacher salary grid data only. #Additions.